

**RECRUITMENT STRATEGY
FOR THE SENIOR EXECUTIVE SERVICE
POSITION OF TITLE ORGANIZATION**

The recruitment effort for the (*Organization*) position of (*title*) will target a wide audience with special emphasis to attract qualified senior level Scientists (*or appropriate occupation*). (*Organization*) will circulate the vacancy announcement among a diverse spectrum of associations, people, and agencies that could potentially identify candidates possessing strong credentials for this position. Detailed recruitment initiatives are identified below.

Standard Recruitment Efforts

The vacancy announcement will be open for (*Minimum of 30*) days and also advertised in NOAA related trade association periodicals and posted on appropriate websites including, USA Jobs and Monster.com. This vacancy will also be circulated to The National Society for Hispanic Professionals, The Washington Post, Government Executive, and Black Enterprise Magazine. The vacancy will also be circulated to several scientific agencies and organizations including the U.S. Fish and Wildlife Service, the Environmental Protection Agency, National Academy of Sciences, National Wildlife Federation and all coastal state fisheries agencies. In addition, (*mention Organization*) will advertise this position with Environmental Career Opportunities, which reaches out, to over 20,000 targeted job-seekers in the environmental community.

Key staff members will make personal contacts within a network of professional associates, academic contacts and organizations.